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READING IMPROVEMENT BRANCH

Reading Analysis Program
ORR Reading Panel

OBJECTIVE

The Program is designed to diagnose the reading techniques applied by the employees on the ORR Reading Panel and to determine if the most efficient reading techniques are used in relation to office requirements.

PURPOSE

1. To determine if the employees reading performance is at capacity level.
2. To establish norms for selection of future employees for the Reading Panel.
3. If proved necessary, to develop training facilities based on office requirements to further increase the reading efficiency of the employees.

REQUIREMENTS AND METHODS

The following testing projects have been developed to diagnose the employees reading flexibility in both intensive and extensive reading in conjunction with office requirements.

Project I: Standardized Testing

1. Minnesota Speed of Reading Test: Designed to measure the speed an employee can judge the pertinence of written material.
2. C2 Comprehension Test: Designed to measure both the speed of comprehension and the depth of comprehension.
3. Ophthalmograph Record: The main purpose is to diagnose the employees reading pattern by photographing eye movements. Three reading techniques will be recorded; scanning, intensive reading, and extensive reading.

Project II: Job Performance

Controlled reading of typical reports used by the Panel requiring varied reading techniques necessary for processing material. This will provide an over-all analysis of the reading performance of each employee. (Projects III-V will give the break down in specific reading skills.)

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Project III: Job Performance - Scanning

Assignment includes the reading of reports and documents in order to determine the degree of efficiency in scanning for the selection of information.

Project IV: Job Performance - Extensive Reading

Developed to measure the employees reading efficiency in applying the extensive reading technique to familiar material to acquire broader frames of reference.

Project V: Job Performance - Intensive Reading

Designed to measure the ability to master new subject matter. This technique is applied on unfamiliar reading material to acquire the basic knowledge of a subject.